

WHEREAS, it is a goal of this Administration to achieve and maintain a fair and equitable workforce environment in the State of Iowa; and

be classified as "employees" (hereinafter referred to as "employee misclassification"); and individuals they hire as "independent contractors," even when those workers legally should certain employers 5 lowa and elsewhere may also improperly

WHEREAS, the practice of employee misclassification is often an attempt by employers to avoid the employers' legal obligations under federal and state labor, employment and tax laws, including laws governing minimum wage, overtime, unemployment insurance, workers' compensation insurance, temporary disability insurance, wage payment and income tax; and

WHEREAS, the practice of employee misclassification has serious adverse effects on the residents, businesses and economy of lowa, because this practice: (1) increases uncertainty of collecting unemployment taxes; (2) unfairly shifts the tax burden to the overwhelming legally-required employment insurance and workers' compensation; and who misclassify their employees an improper competitive advantage over law-abiding businesses; and (4) undermines fundamental laws intended to ensure employees receive majority of lowa employers who adhere to federal and state labor laws; (3) allows employers over law-abiding

state agencies to address the problem of employee misclassification; and WHEREAS, enforcement efforts to address the problem of employee misclassification should be studied and enhanced, to improve the efficient coordination and cooperation between

misclassification is an effective method to better understand the magnitude of these employment practices and come up with cooperative solutions to enforcement of applicable WHEREAS, the creation of a Task Force to examine and report on the issue of employee misclassification is an effective method to better understand the magnitude of these

THEREFORE, I, Chester J. Culver, Governor of the State of Iowa, by the poin me by the laws and constitution of the State of Iowa, do hereby order as follows: State of lowa, by the power

An INDEPENDENT CONTRACTOR REFORM TASK FORCE shall be created

Membership. Membership on the Task Force shall include

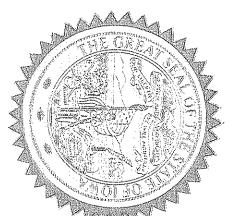
- The Governor, or the Governor's designee;
- Director of lowa Workforce Development, or the director's designee
- designee; Director of the lowa Department of Revenue, or the director's
- director's designee; and Director of the Department of Economic Development, ್ಷ
- Labor Commissioner, or the Commissioner's designee

serve as Chairperson of the Task Force The Director of lowa Workforce Development or the director's designee shall

Duties. The Task Force shall:

- employee misclassification. lowa laws, regulations, policies and procedures related ರ
- Ņ Assess existing methods, both within lowa and in other employee misclassification violations. preventing, investigating and taking enforcement action jurisdictions, against 으
- ယ address the problem of employee misclassification in lowa. would improve prevention and enforcement efforts and Identify and recommend potential regulatory or statutory changes that systematically
- 4 changes employee Develop a plan and a timeline, with input from appropriate stakeholder groups, to misclassification through coordinated redress the problems caused by and prevent the legal and practice of regulatory
- Ç legal such as through the dissemination of educational materials regarding the Identify and recommend ways to prevent employee misclassification, thereby reducing the need for corrective action differences between independent contractors and employees,
- Ç Final Report. than December 17, 2008 and making recommendations for corrective action to the The Task Force shall submit a written report outlining its activities ommendations for corrective action to the Governor's Office no later
- Ö Administrative administrative support necessary to facilitate the work of the Task Force Support. lowa Workforce Development shall provide

Ш Dissolution. the Governor's Office The Task Force shall be dissolved upon submission of its report to



affixed. IN TESTIMONY WHEREOF, my name and caused the ne and caused the of Done at Des Moines Great I have hereunto subscribed Great Seal of lowa to be this 16th eal of lowa to day of July, i in the

year of our Lord two thousand eight

GOVERNOR HESTER J. CULVER

SECRETARY OF STATE MICHAEL A. MAURO